

Link and Grow Mentoring Program 2023



Australian
National
University

Franklin Women

The Link Mentoring Program is a 6-month virtual program that has been co-developed by The Link at ANU, and Franklin Women. The inaugural pilot program in 2023 aims to grow the careers of mid-career culturally diverse (non-Anglo Celtic) women in medicine. The program, which will be facilitated by expert leadership consultants, will also support mentors to better understand the unique experiences of women of colour in the workplace and to become inclusive mentors and leaders.

About the Program

The Link and Grow Mentoring Program combines informal mentoring sessions between mentees and mentors, with structured workshops and events facilitated by leadership experts. The workshops provide career, mentoring and inclusive leadership development of mentees and mentors. They also provide a safe place for participants to network, and to share and reflect on the experiences of culturally diverse women in medicine, and discuss the role of leaders in shifting culture within teams and workplaces.

The inaugural Program will run from May to November 2023, with full schedule and dates found overleaf.

Who can participate?

Mentee

- Individuals who identify as culturally diverse women, and who are at the middle stage of their career (~3-12 years post fellowship), looking for a mentor and peer-support community to grow their careers.
- There is no restriction on discipline.
- Mentees must have capacity to attend all workshops as scheduled and meet informally with their mentor ~6-8 times over the program.
- We expect mentees will want to mentor within the program in future.

Mentor

- Individuals of any gender who are trained in medicine and who are now in leadership roles in the healthcare and health and medical research sector. This includes but is not restricted to clinician researchers, specialist medical practitioners or executives who are committed to inclusive leadership practices.
- Mentors are not required to identify as culturally diverse.
- Mentors must have capacity to attend all workshops scheduled and meet informally with their mentee ~6-8 times over the program.

Connecting mentees with mentors from outside their own discipline and organisation.

INDEPENDENCE

A rigorous matching process based on critical factors for a successful mentoring partnership.

**THOROUGH
MATCHING**

Participants are supported by experienced executive coaches and an online mentoring platform.

**FULLY SUPPORTED
EXPERIENCE**

Calling upon the sector experience of Franklin Women and The Link to deliver an initiative tailored to the healthcare and health research sectors.

**UNDERSTANDING
OF THE SECTOR**



Key Dates

All sessions will be held virtually via Zoom.

Activity		Date
Mentee Initial Workshop (1/2)	Introductory career development workshops to provide content for mentoring conversations and address challenges and opportunities specific to women of colour in medicine.	Tuesday 16 May 11am - 1pm
Mentee Initial Workshop (2/2)		Tuesday 23 May 11am - 1pm
Mentor Initial Workshop	An introductory workshop to provide mentors with tools in mentoring and strategies to support their mentees.	Thursday 25 May 2pm - 4pm
Program Kick-off	A one hour session for mentees and mentors to meet and officially launch the program.	Thursday 25 May 4pm - 5pm
Mentor Workshop Enhancing Inclusion	A deep dive into allyship and what it takes to create an inclusive culture	Wednesday 7 June 12pm - 2pm
Mentee Peer Discussion	An opportunity for mentees to network and explore content together in a semi-structured format	Tuesday 18 July 12pm - 1.30pm
Mid-Point & Signature Strengths	An opportunity for mentees and mentors to exchange feedback and insights from their mentoring experience, as well as identify their individual signature strengths.	Tuesday 15 August 12pm - 2.30pm
Panel Discussion	A panel of select mentors will answer participant questions and share insights about their careers.	Thursday 21 September 12pm - 1.30pm
Finale	Celebration to reflect on and close the 2023 program.	Thursday 2 November 12pm - 1pm

How to participate

There are limited places in the Program to ensure it is an interactive and tailored experience.

To submit an expression of interest to take part in the inaugural cohort in 2023, please complete the application form on The Link Website: <https://medicalschoool.anu.edu.au/connect/link>.

Applications are due by Friday 7th of April and will be reviewed by ANU Link against the Program aims. Successful participants will be notified by the 17th of April.

Cost to participate

There is a participation fee for Mentees to take part in this 6-month, expertly facilitated mentoring program. If you are interested in taking part please contact the Link directly for associated costs. There is no fee for mentors to participate.

For more information please contact:

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